

September 30, 2009

**KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV**

**2008 – 2009 ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1 2008 – September 30, 2009 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.



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**10/1/08-9/30/09 Supplemental Recruit Activities Undertaken by the Station**

**10/8/08**

Fall 2008 Career Expo of the Palouse -- Attended by Mike Balmelli, News Director. Participated in the WSU and University of Idaho joint career. Distributed information on our internship program to college juniors and seniors interested in the TV business, as well as discussed any job openings we had posted at that time.

**2/19/09**

25<sup>th</sup> Annual Career Expo 2009 (Columbia Basin College) -- Attended by Brian Lubanski, General Manager and Shawndell Wilson, Local Sales Manager. Distributed information on our internship program to college juniors and seniors interested in the TV business, as well as discussed any job openings we had in sales

**4/16/09**

CWU Career Quest Job & Internship Fair -- Attended by Cheryl Sentel, Administrative Assistant/Internship Coordinate. Distributed information on available internships and job openings available at the time



2009 EEO Public File Report Form

Covering the Period from 10/1/08-9/30/09

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

Section 1: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source
KVEW Account Executive	2/19-3/20/09	5	KVEW Web Site
KAPP Producer/Director	3/20-4/21/09	6	Station Employee
KAPP Sales Asst/Receptionist	3/30-4/20/09	11	Yakima Herald
KVEW Account Executive	7/1-7/31/09	7	KVEW Web Site
KVEW Sales Assistant	8/17-8/25/09	2	KVEW Web Site
KAPP Account Executive	8/24-9/15/09	8	KAPP Web Site



RECRUITMENT SOURCES AND REFERRAL LISTINGS 10/1/08-9/30/09

Job Title	Date Opened	Date Filled	Sources Used	Hire Source	Interviewee Referral Source
KVEW Account Executive	2/19/09	3/20/09	4,5,10,11,14-17,20-25, 29-32,36, 40, 41,43	KVEW Website	KVEW Web Site, Past Employee, Tri City Herald, CBC Job Fair
KAPP Producer/ Director	3/20/09	4/21/09	4,5,10,11,13-18,21-25, 29-32, 41	Station Employee	Yakima Herald, KAPP Web Site, Station Employee
KAPP Sales Asst/ Receptionist	3/30/09	4/20/09	4,5,21,22,29,31,36,41	Yakima Herald	Yakima Herald
KVEW Account Executive	7/1/09	7/31/09	4,5,10,11,14-17,20-25, 29-32,36, 40, 41,43	KVEW Website	KVEW Web Site, Tri City Herald,
KVEW Sales Assistant	8/17/09	8/25/09	KVEW Website	KVEW Website	KVEW Website
KAPP Account Executive	8/24/09	9/15/09	4,5,10,11,14-17,20-25, 29-32,35,40, 41, 43	KAPP Website	KAPP Website, Yakima Herald

Referral Source	# of Interviewees Referred
Tri City Herald	5
Yakima Herald	16
KVEW Web Site	7
KAPP Web Site	3
CBC Job Fair	1

Past Employee  
Station Employee

1  
3

Updated 2007

**1. Broadcast Employment Services**  
[www.tvjob.com](http://www.tvjob.com)

**2. National Association of Broadcasters**  
E-mail: [careercenter@nab.org](mailto:careercenter@nab.org)

**4. KAPP TV Web Site**  
[www.kapptv.com](http://www.kapptv.com)

**5. KVEW TV Web Site**  
[www.kvewtv.com](http://www.kvewtv.com)

**7. ITT Technical Institute**  
Julie Anderson  
N. 1050 Argonne Road  
Spokane, Wa 99212  
Phone: 800-777-8324  
E-mail: [jmanderson@itt-tech.edu](mailto:jmanderson@itt-tech.edu)

**8. ITT Technical Institute**  
Linda Philip  
Career Services  
2525 223<sup>rd</sup> Street SE  
Bothell, Wa 98021  
Phone: 800-272-3791  
E-mail: [lphilip@itt-tech.edu](mailto:lphilip@itt-tech.edu)

**9. Perry Technical Institute**  
Tracy Stoffer (5/3/07)  
2011 W. Washington Avenue  
Yakima, Wa 98902  
Phone: 453-0374  
E-mail: [tracys@perrytech.net](mailto:tracys@perrytech.net)

**10. Washington State Assoc Broadcasters -**  
Sandie Maki  
Job Bank  
724 Columbia Street NW  
Suite 310  
Olympia, WA 98501  
Phone: 360-705-0774  
E-mail: [sandiewsab@earthlink.net](mailto:sandiewsab@earthlink.net)

**11. Oregon Association of Broadcasters**  
Bill Johnstone  
7150 SW Hampton Street  
Suite 240  
Portland, OR 97223-8366  
Phone: 503-443-2299  
E-mail: [theoab@theoab.org](mailto:theoab@theoab.org)

**12. Bates Technical College**  
Shirley Miller  
Job Service Placement Rep  
1101 S. Yakima Avenue  
Tacoma, Wa 98405-4895  
Phone: 253-680-7242  
E-mail: [jobservices@bates.ctc.edu](mailto:jobservices@bates.ctc.edu)

**13. University of Idaho**  
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**14. Univesity of Idaho**  
Noell Kinyon  
Career & Professional Planning  
Idaho Commons  
Planning Room 334  
Moscow, ID 83844-2534  
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E-mail: [nkinyon@uidaho.com](mailto:nkinyon@uidaho.com)

**15. Columbia Basin College**  
Daphne Lightfoot  
Student Employment Office  
2600 N. 20<sup>th</sup> Avenue  
Pasco, Wa 99301  
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E-mail: [dmoran@ctc.edu](mailto:dmoran@ctc.edu)

**16. W.S.U. Tri Cities Campus**  
Julie Nelson  
2170 University Drive  
Richland, Wa 99352  
Phone: 509-372-7201  
Website: [www.hrs.wsu.edu](http://www.hrs.wsu.edu)  
E-mail: [janelson@tricity.wsu.edu](mailto:janelson@tricity.wsu.edu)

**17. Spokane Community College**  
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Spokane, Wa 99204  
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**18. Eastern Washington University**  
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Cheney, Wa 99004  
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**19. University of Oregon**  
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1275 University of Oregon  
Eugene, OR 97403-1275  
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E-mail: [bmorrill@uoregon.edu](mailto:bmorrill@uoregon.edu)

**21. Central Washington Univ**  
Teresa Youngren  
400 E. University Way  
Ellensburg, Wa 98926  
Phone: 509-963-1921  
E-mail: [youngretc.cwu.edu](mailto:youngretc.cwu.edu) or

**22. Radio KNDA**  
Gabriel Martinez  
Job Listings Service  
P. O. Box 800  
Granger, WA 98932  
Phone: 509-854-1900  
E-mail: [gmartinez@kdna.org](mailto:gmartinez@kdna.org)

**23. WISC TV**  
Jeff Ver Voort, Human Resources  
7025 Raymond Road  
Madison, WI 53719  
Phone: 608-271-4321  
E-mail: [jvervoort@wisctv.com](mailto:jvervoort@wisctv.com)

**24. Media Line**  
Mark Shilstone  
P. O. Box 51909  
Pacific Grove, Ca 93950  
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E-mail: [medialine@medialine.com](mailto:medialine@medialine.com)

**25. KXLY TV**  
Jill Barrett  
500 W. Boone Avenue  
Spokane, Wa 99201  
Phone: 509-324-4000  
E-mail: [jillb@kxlytv.com](mailto:jillb@kxlytv.com)

**29. Worksource of Yakima**  
Carol Cauthron  
306 Division Street  
Yakima, Wa 98902  
Phone: 574-0163  
E-mail: [ccauthron@esd.wa.gov](mailto:ccauthron@esd.wa.gov)

**30. WorkSource Columbia Basin**  
Candice Bluechel  
815 N. Kellogg Street, Suite D  
Kennewick, Wa 99336-8007  
Phone: 509-734-5941  
E-mail: [cbluechel@esd.wa.gov](mailto:cbluechel@esd.wa.gov)

**31. Yakama Indian Nation**  
Tess French  
Box 151  
Toppenish, Wa 98948  
Phone: 509-865-5121  
E-mail: [tessf@yakama.com](mailto:tessf@yakama.com)

**32. Asian Counseling & Referral Service**  
Yong Lim  
720 8<sup>th</sup> Avenue South, Suite 200  
Seattle, Wa 98104  
Phone: 206-695-7590  
E-mail: [yonglim@acrs.org](mailto:yonglim@acrs.org)

33. California Chicano News Media  
Association  
Sylva Wells  
Office Manager  
3800 S. Figueroa Street  
Los Angeles, Ca 90037-1206  
Phone: 213-743-4960  
E-mail: [sylvia@ccnma.org](mailto:sylvia@ccnma.org)

35. YV-Tech/YES TV  
Ryan Broom  
1116 S. 15<sup>th</sup> Avenue  
Yakima, Wa 98902  
Phone: 573-5020  
E-mail: [broom.Ryan@ysd.wednet.edu](mailto:broom.Ryan@ysd.wednet.edu)

36. OIC Of Washington  
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38. Asian American Journalist  
Lori Matuskawa  
KING TV  
333 Dexter Avenue  
Seattle, Wa 98109  
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39. Yakima Herald  
Attn: Theresa -- Classified Department  
Fax: 577-7766

40. Tri City Herald  
Attn: Angela -- Classified Department  
Fax: 509-582-1467

41. Fort Simcoe Job Corps Center  
(9/8/06)  
Jacque Green  
40 Abella Lane  
White Swan, WA  
Phone: 509-874-2244 Ext 285  
E-mail: [green.Jacque@jobcorps.com](mailto:green.Jacque@jobcorps.com)

42. TV News Gigs (2/5/07)  
Stacey Chaloux  
218 SE Jackson Street  
Lee's Summit, MO 64063  
Phone: 816-267-0316  
Fax: 816-286-1301  
E-mail: [info@tvnewsgigs.com](mailto:info@tvnewsgigs.com)

43. Career Builders (1/07)  
Bulletin Board Postings  
KAPP TV  
KVEW TV